

**O-20-15**  
**TOWNSHIP OF MONTCLAIR**

**SALARY ORDINANCE FOR THE COMMUNICATION WORKERS OF AMERICA,  
(SUPERVISORY BARGAINING UNIT) LOCAL 1040, FOR YEAR 2020 THROUGH  
YEAR 2026**

May 19, 2020 (date of introduction)

June 9, 2020 (date of public hearing)

**BE IT ORDAINED** by the Mayor and Council of the Township of Montclair as follows:

Section 1. The following salary ranges are hereby fixed as the amount to be paid to the holders of the following offices, positions and employments in the Township of Montclair, in the County of Essex:

**2020**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	43,398	44,984	45,777	46,570	47,363	48,634
9.5	56,037	58,283	61,135	63,405	64,540	65,674	66,809	68,616
9.6	56,574	58,842	61,720	64,011	65,156	66,300	67,446	69,270
10	60,770	63,201	66,287	68,742	69,969	71,196	72,423	74,379
10.5	63,001	65,527	68,733	71,284	72,559	73,834	75,110	77,142
11	67,390	70,119	73,575	76,332	77,710	79,088	80,465	82,654
12	73,075	76,027	79,769	82,750	84,241	85,732	87,223	89,591
13	79,273	82,510	86,606	89,875	91,510	93,144	94,779	97,369
14	86,827	90,348	94,807	98,363	100,141	101,919	103,698	106,520
15	95,123	99,025	103,955	107,896	109,866	111,836	113,807	116,924
16	101,133	106,163	112,306	117,387	119,928	122,469	125,009	128,813

**2021**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	43,832	45,434	46,235	47,036	47,837	49,728
9.5	56,037	58,283	61,746	64,039	65,185	66,331	67,477	70,160
9.6	56,574	58,842	62,337	64,651	65,808	66,963	68,120	70,829
10	60,770	63,201	66,950	69,429	70,669	71,908	73,147	76,053
10.5	63,001	65,527	69,421	71,997	73,285	74,572	75,861	78,877
11	67,390	70,119	74,311	77,095	78,487	79,879	81,270	84,513
12	73,075	76,027	80,567	83,578	85,083	86,589	88,095	91,608
13	79,273	82,510	87,472	90,774	92,425	94,075	95,727	99,559
14	86,827	90,348	95,755	99,347	101,142	102,938	104,735	108,916
15	95,123	99,025	104,995	108,975	110,965	112,954	114,945	119,554
16	101,133	106,163	113,429	118,561	121,128	123,694	126,259	131,711

**January 1, 2022**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	44,270	45,888	46,697	47,506	48,315	49,728
9.5	56,037	58,283	62,363	64,679	65,837	66,994	68,152	70,160
9.6	56,574	58,842	62,960	65,298	66,466	67,633	68,801	70,829
10	60,770	63,201	67,620	70,123	71,376	72,628	73,878	76,053
10.5	63,001	65,527	70,115	72,717	74,018	75,318	76,620	78,877
11	67,390	70,119	75,054	77,866	79,272	80,678	82,083	84,513
12	73,075	76,027	81,373	84,414	85,934	87,455	88,976	91,608
13	79,273	82,510	88,347	91,682	93,349	95,016	96,685	99,559
14	86,827	90,348	96,713	100,340	102,153	103,968	105,782	108,916
15	95,123	99,025	106,045	110,065	112,075	114,084	116,094	119,554
16	101,133	106,163	114,563	119,747	122,339	124,931	127,522	131,711

**July 1, 2022**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	44,270	45,888	46,697	47,506	48,315	51,096
9.5	56,037	58,283	62,363	64,679	65,837	66,994	68,152	72,089
9.6	56,574	58,842	62,960	65,298	66,466	67,633	68,801	72,777
10	60,770	63,201	67,620	70,123	71,376	72,628	73,878	78,144
10.5	63,001	65,527	70,115	72,717	74,018	75,318	76,620	81,046
11	67,390	70,119	75,054	77,866	79,272	80,678	82,083	86,837
12	73,075	76,027	81,373	84,414	85,934	87,455	88,976	94,127
13	79,273	82,510	88,347	91,682	93,349	95,016	96,685	102,297
14	86,827	90,348	96,713	100,340	102,153	103,968	105,782	111,912
15	95,123	99,025	106,045	110,065	112,075	114,084	116,094	122,842
16	101,133	106,163	114,563	119,747	122,339	124,931	127,522	135,333

**2023**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	44,713	46,347	47,164	47,981	48,798	52,501
9.5	56,037	58,283	62,987	65,326	66,495	67,664	68,834	74,072
9.6	56,574	58,842	63,590	65,951	67,131	68,309	69,489	74,778
10	60,770	63,201	68,296	70,824	72,090	73,354	74,617	80,293
10.5	63,001	65,527	70,816	73,444	74,758	76,071	77,386	83,275
11	67,390	70,119	75,805	78,645	80,065	81,485	82,904	89,225
12	73,075	76,027	82,187	85,258	86,793	88,330	89,866	96,716
13	79,273	82,510	89,230	92,599	94,282	95,966	97,651	105,110
14	86,827	90,348	97,680	101,343	103,175	105,008	106,840	114,989
15	95,123	99,025	107,105	111,166	113,196	115,225	117,255	126,220
16	101,133	106,163	115,709	120,944	123,562	126,180	128,797	139,055

**2024**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	45,160	46,810	47,636	48,461	49,286	54,076
9.5	56,037	58,283	63,617	65,979	67,160	68,341	69,522	76,294
9.6	56,574	58,842	64,226	66,611	67,802	68,992	70,184	77,022
10	60,770	63,201	68,979	71,532	72,811	74,088	75,363	82,702
10.5	63,001	65,527	71,524	74,178	75,506	76,832	78,160	85,773
11	67,390	70,119	76,563	79,431	80,866	82,300	83,733	91,902
12	73,075	76,027	83,009	86,111	87,661	89,213	90,765	99,617
13	79,273	82,510	90,122	93,525	95,225	96,926	98,628	108,263
14	86,827	90,348	98,657	102,357	104,207	106,058	107,908	118,438
15	95,123	99,025	108,176	112,278	114,328	116,377	118,428	130,006
16	101,133	106,163	116,866	122,153	124,798	127,442	130,085	143,226

**2025**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	45,612	47,278	48,112	48,946	49,779	55,698
9.5	56,037	58,283	64,253	66,639	67,832	69,024	70,217	78,583
9.6	56,574	58,842	64,868	67,277	68,480	69,682	70,886	79,332
10	60,770	63,201	69,669	72,247	73,539	74,829	76,117	85,183
10.5	63,001	65,527	72,239	74,920	76,261	77,600	78,942	88,346
11	67,390	70,119	77,329	80,225	81,675	83,123	84,570	94,658
12	73,075	76,027	83,840	86,972	88,538	90,105	91,673	102,606
13	79,273	82,510	91,023	94,460	96,177	97,895	99,614	111,511
14	86,827	90,348	99,644	103,381	105,249	107,119	108,987	121,992
15	95,123	99,025	109,258	113,401	115,471	117,541	119,612	133,907
16	101,133	106,163	118,035	123,375	126,046	128,716	131,386	147,523

**January 1, 2026**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	46,068	47,751	48,593	49,435	50,277	55,698
9.5	56,037	58,283	64,896	67,305	68,510	69,714	70,919	78,583
9.6	56,574	58,842	65,517	67,950	69,165	70,379	71,595	79,332
10	60,770	63,201	70,366	72,969	74,274	75,577	76,878	85,183
10.5	63,001	65,527	72,961	75,669	77,024	78,376	79,731	88,346
11	67,390	70,119	78,102	81,027	82,492	83,954	85,416	94,658
12	73,075	76,027	84,678	87,842	89,423	91,006	92,590	102,606
13	79,273	82,510	91,933	95,405	97,139	98,874	100,610	111,511
14	86,827	90,348	100,640	104,415	106,302	108,190	110,077	121,992
15	95,123	99,025	110,351	114,535	116,626	118,716	120,808	133,907
16	101,133	106,163	119,215	124,609	127,307	130,003	132,700	147,523

**July 1, 2026**

Group	1	2	3	4	5	6	7	8
9	39,827	41,397	46,068	47,751	48,593	49,435	50,277	57,508
9.5	56,037	58,283	64,896	67,305	68,510	69,714	70,919	81,137
9.6	56,574	58,842	65,517	67,950	69,165	70,379	71,595	81,910
10	60,770	63,201	70,366	72,969	74,274	75,577	76,878	87,951
10.5	63,001	65,527	72,961	75,669	77,024	78,376	79,731	91,218
11	67,390	70,119	78,102	81,027	82,492	83,954	85,416	97,735
12	73,075	76,027	84,678	87,842	89,423	91,006	92,590	105,940
13	79,273	82,510	91,933	95,405	97,139	98,874	100,610	115,135
14	86,827	90,348	100,640	104,415	106,302	108,190	110,077	125,956
15	95,123	99,025	110,351	114,535	116,626	118,716	120,808	138,259
16	101,133	106,163	119,215	124,609	127,307	130,003	132,700	152,318

*Supervisory Salary Groups*

9 – (1) Parking Enforcement Supervisor

12 – (1) Project Coordinator

13 – (1) Assistant Superintendent of Water and Sewer Operations; (2) Communications Director

14 – (1) Assistant Health Officer; (1) Director of Senior Services/Lifelong Montclair

15 – (1) Superintendent of Water Operations; (2) Uniform Construction Official